Nursing in a Transformed Health Care System

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Health care system challenges

- Fragmentation
- High costs
- Health care disparities
- Primary care shortage
- Aging and sicker population
Nursing is key to solving these problems

- Nursing is by far the largest health profession
  - There are 4 times as many nurses as physicians
  - More than 300,000 employed in California

- Nursing care is related to quality and satisfaction measures that will be tied to value-based payments

- Nurses provide care across settings for the “whole person”

- Nurses’ generalist education makes them adaptable to new roles and functions

Erin Fraher and Mary Naylor are partners in the thinking that comes next…
IOM Key Messages

- Nurses should practice to the full extent of their education and training.

- Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.

- Nurses should be full partners, with physicians and other health care professionals, in redesigning health care in the United States.

- Effective workforce planning and policy making require better data collection and an improved information infrastructure.
What roles are nurses taking in innovative care models?

- **Care management and coordination**
  - Including transitional care models, guided care, etc.
  - Coaching, patient education, motivational interviewing, referrals to specialists, home visits

- **Informatics**
  - Electronic health records as a tool for quality management
  - Telehealth and telemonitoring

- **Geriatric and long-term care**
  - Home- and community-based services
What roles are nurses taking in innovative care models?

- **Population health**
  - Assess panels and populations of patients
  - Develop, initiate, and evaluate programs

- **Behavioral health**
  - Substance use disorder treatment
  - Screening, brief intervention, referral to treatment (SBIRT)

- **Overall wellness**
  - Health education
  - Health promotion
  - Health coaching
Entry-level and continuing nursing education needs to be reframed

- What education and knowledge do nurses need for these roles?
  - What mix of acute and ambulatory?
  - How much depth in population health, geriatrics, informatics?
- How can we facilitate continuing education and training?

- More opportunities for degree-aimed education
  - Certificates, specializations
  - Languages, technology
- More opportunities to mentor and precept others
Nurses need formal training in leadership and interprofessional collaboration

- Interprofessional collaboration in practice and in the classroom
- Leadership skills
  - How to delegate
  - How to lead
  
  - “As a leader, you are not directly responsible for the results, you are responsible for the people who create the results.”
  
  - Simon Sinek
What next?

- New roles are growing like a rising tide, but not like a tsunami
- Enhanced formal education will help ensure nurses have required knowledge
- Need for nursing education to increase population health, care management, informatics, and health system knowledge
  - Leadership skills education for students & workers
  - Interprofessional experiences for students & workers
- How quickly things change will depend on the money